

Washington, D.C. 20505

Executive Registry

79-2554

8 NOV 1979

Honorable Birch Bayh, Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

I would like to take this opportunity to report to you that the Central Intelligence Agency has inaugurated a Senior Intelligence Service as of 1 October 1979 and that this Service follows the general purposes and principles provided for in the Civil Service Reform Act of 1978.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound, particularly as it relates to our senior Agency officers. Adoption by the Agency of these principles offers excellent opportunities for improving the effectiveness of the CIA senior management system by linking job performance evaluations to opportunities for performance awards and stipends based on individual excellence.

Sincerely,

Frank C. Carlucci

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Originator:

Harry E. Fitzwater
Director of Personnel

STAT OP/SIS/SS (29 Oct 79)
REVISED: OD/Pers;rj (5 November 79)

Preface

The recent passage of the Civil Service Reform Act of 1978 has provided us an opportunity to recognize superior performance by our senior personnel. Although the Agency is exempt from most of the provisions of this legislation, I fully support its underlying principles and concepts. It is, therefore, with much satisfaction that I have approved the Senior Intelligence Service for the Central Intelligence Agency, generally discussed in this brochure. I feel strongly that this effort, in the long run, will pay dividends with a more challenged and productive senior staff. I urge senior officers to give their full understanding and support to the Senior Intelligence Service endeavor.



STANSFIELD TURNER
Director

The Senior Intelligence Service—An Overview

One of the major aspects of the Civil Service Reform Act of 1978 was the creation of the Senior Executive Service (SES). President Carter's desire for SES is to ensure that the executive management of the Government of the United States is responsive to the needs, policies and goals of the nation and is of the highest quality. It was envisioned that SES would make it easier for the Federal Government to attract and retain top managers, to use their abilities productively and to pay them according to their performances.

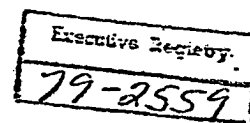
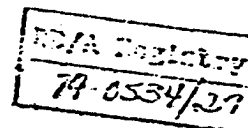
CIA's exemption from the Civil Service Reform Act's Senior Executive Service provisions was based upon Congressional recognition of the unique duties, responsibilities and authorities of the Director of Central Intelligence. The principles and concepts of the Act, however, are essentially sound. Adaptation by the Agency of these principles offers excellent prospects for improving the effectiveness of the senior officer management system particularly by linking job performance evaluations to determinations of basic salaries and opportunities for additional performance compensation based on excellence.

In view of the above, a Senior Intelligence Service (SIS) is established for the men and women who administer programs at the top levels of the Agency. All grades at the supergrade, SPS, and EP-V and EP-IV levels have been designated SIS positions. All employees currently graded at the GS-16, 17 and 18, Executive (EP) IV and V and SPS levels are eligible for SIS membership. SIS members will be held accountable for program accomplishment. Those who are successful will be rewarded; those who are not may be removed from the service.

This brochure provides details on the operation of the Senior Intelligence Service. Further information may be obtained by contacting the Office of Personnel's SIS Support Staff.



Washington, D.C. 20505



8 NOV 1979

Honorable Edward P. Boland, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

I would like to take this opportunity to report to you that the Central Intelligence Agency has inaugurated a Senior Intelligence Service as of 1 October 1979 and that this Service follows the general purposes and principles provided for in the Civil Service Reform Act of 1978.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound, particularly as it relates to our senior Agency officers. Adoption by the Agency of these principles offers excellent opportunities for improving the effectiveness of the CIA senior management system by linking job performance evaluations to opportunities for performance awards and stipends based on individual excellence.

Sincerely,

Frank C. Carlucci

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Harry E. Fitzwater

Director of Personnel

STAT OP/SIS/SS (29 Oct 79)
REVISED: OD/Pers;RJ (5 November 79)

Central Intelligence Agency



Washington, D.C. 20505

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79-4977

5 OCT 1979

The Honorable Alan K. Campbell
Director, Office of Personnel Management
Washington, D.C. 20415

Dear Scotty:

Pursuant to our recent conversation regarding the concepts and government-wide advantages to be derived from the Senior Executive Service feature of the Civil Service Reform Act of 1978, I am happy to report that as of 1 October 1979 the Central Intelligence Agency has inaugurated a Senior Intelligence Service (SIS). Our Agency SIS system follows the general purposes and principles outlined in the Senior Executive Service program.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound. Adoption by the Agency of these principles offers excellent prospects for improving the effectiveness of our senior management system particularly by linking job performance evaluations to determinations of basic salaries and opportunities for additional performance compensation based on excellence.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

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Originator:

Harry E. Fitzwater

Director of Personnel

4 OCT 1979

Central Intelligence Agency



Washington, D.C. 20505

Executive Registry

79-4977

5 OCT 1979

The Honorable James T. McIntyre, Jr.
Director, Office of Management and Budget
Washington, D.C. 20503

Dear Jim:

I would like to take this opportunity to advise you that as of 1 October 1979 the Central Intelligence Agency has inaugurated a Senior Intelligence Service that follows the general purposes and principles outlined in the Senior Executive Service feature of the Civil Service Reform Act of 1978.

Although CIA is exempt from the Civil Service Reform Act, we believe that the principles and concepts of the Act are sound. Adoption by the Agency of these principles offers excellent prospects for improving the effectiveness of our senior management system particularly by linking job performance evaluations to determinations of basic salaries and opportunities for additional performance compensation based on excellence.

Sincerely,

/s/ Frank C. Carlucci

Frank C. Carlucci

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Director of Personnel

4 OCT 1979